



CHAPTER 03

HUMAN RESOURCES AND OTHER ORGANISATIONAL MANAGEMENT

3.1 Meet the Councillors



Xaba, Ntombifuthi Sarah
Speaker



Vilakazi, Bheki Michael
Executive Mayor



Sibeko, Bonginkosi Collen
Chief Whip



Shongwe, Neti



Mndebele, Johannes



Maseko, Bee Aaron



Butter, Leendert



Zwane, Zifozonke Selby



Malaza, Tiki Tilly



Nkosi, Mapulane Precious



Swart, Herman Francois



Zikhali, Magdalena MI



Vilakazi, Moses Sipho



Zulu, Phumelele Annah



Nkosi, Mafika Simon



Makhubu, Khandizwe Johannes



Vilakazi, Gloria Agreeneth



Marsh, Stanley



Nkosi, Busisiwe Esther



Mkhonza, Johannes



Greyling, Gerhardus Stephanus



Nkosi, Ben Johannes



Mashinini, Ntandose Gladys



Ritson, Walter Edmund



Nkosi, Zandile



Gininda, Nomusa Losilina



Mthimunye, Zanele Prisca



Bongwe, Joseph Sipho



Blose, Mpatata John



Prinsloo, Gerhardus



Mkomo, Dumisani Robert



Yende, Fana Themba Wilson

3.2 Human Resource And Other Organisational Management

3.2.1 Disclosures Concerning Councilors, Directors and Senior Officials

Names	Executive Mayor		Executive Councilors (list individually)		Municipal Manager		Chief Financial Officer		Other Senior Managers (list individually)	
3.2.1.1 Salaries and Wages										
	Normal	Overtime	Normal	Overtime	Normal	Overtime	Normal	Overtime	Normal	Overtime
Boers, Hendrikus Marthinus							278 018	0.00		
Butter, Leendert			110 686	0.00						
Dlamini, Mphumeleli Lawrence									250 531	0.00
Els, Johannes Theodorus									309 361	0.00
Kubheka, Thusi Hezekiel					406 216	0.00				
Makhanye, Cynthia Bonsiwe									267 723	0.00
Mkhabela, Thulani Velentine									229 759	0.00
Mndebele, Mafika Johannes			125 712	0.00						
Shongwe, Neti			213 542	0.00						
Vilakazi, Bheki Michael	296 639	0.00								
Zwane, Zifozonke Selby			228 569	0.00						
Total	296 639	0.00	678 509	0.00	406 216	0.00	278 018	0.00	1 057 374	0.00

3.2.1.2 Contributions

	Pension	Med Aid	Other	Pension	Med Aid	Other	Pension	Med Aid	Other	Pension	Med Aid	Other	Pension	Med Aid	Other
Boers, Hendrikus Marthinus										61 164	20 045	5 560			
Butter, Leendert				16 603	17 280	0.00									
Dlamini, Mphumeleli Lawrence													55 198	20 310	0.00
Els, Johannes Theodorus													0.00	26 213	0.00
Kubheka, Thusi Hezekiel							0.00	15 016	0.00						
Makhanye, Cynthia Bonsiwe													58 899	14 324	0.00
Mkhabela, Thulani Velentine													50 547	16 934	0.00
Mndebele, Mafika Johannes				18 857	0.00	0.00									
Shongwe, Neti				32 031	17 280	0.00									
Vilakazi, Bheki Michael	44 495	9 336	0.00												
Zwane, Zifozonke Selby				34 285	0.00	0.00									
Total	44 495	9 336	0.00	102 356	34 560	0.00	0.00	15 016	0.00	61 164	20 045	5 560	164 644	77 781	0.00

3.2.1.3 Allowances

	Travel Car	Accn	Subs	Travel Car	Accn	Subs	Travel Car	Accn	Subs	Travel Car	Accn	Subs	Travel Car	Accn	Subs
Boers, Hendrikus Marthinus										88099	0.00	5827			
Butter, Leendert				52396	0.00	0.00									
Dlamini, Mphumeleli Lawrence													144000	0.00	0.00
Els, Johannes Theodorus													57500	0.00	0.00
Kubheka, Thusi Hezekiel							186000	0.00	0.00						
Makhanye, Cynthia Bonsiwe													153000	0.00	9866

Mkhabela, Thulani Velentine													195000	0.00	0.00
Mndebele, Mafika Johannes				52396	0.00	0.00									
Shongwe, Neti				90419	0.00	0.00									
Vilakazi, Bheki Michael	129674	0.00	0.00												
Zwane, Zifozonke Selby				92879	0.00	0.00									
Total	129674	0.00	0.00	288090	0.00	0.00	186000	0.00	0.00	88099	0.00	5827	549500		9866

3.2.1.4 Housing Benefits and Allowances

Boers, Hendrikus Marthinus										0.00					
Butter, Leendert					0.00										
Dlamini, Mphumeleli Lawrence														0.00	
Els, Johannes Theodorus														0.00	
Kubheka, Thusi Hezekiel								0.00							
Makhanye, Cynthia Bonsiwe														0.00	
Mkhabela, Thulani Velentine														0.00	
Mndebele, Mafika Johannes					0.00										
Shongwe, Neti					0.00										
Vilakazi, Bheki Michael			0.00												
Zwane, Zifozonke Selby					0.00										
Total			0.00		0.00			0.00			0.00			0.00	

3.2.1.5 Loans and Advances

Boers, Hendrikus Marthinus										0.00					
Butter, Leendert					0.00										
Dlamini, Mphumeleli Lawrence														0.00	
Els, Johannes Theodorus														0.00	
Kubheka, Thusi Hezekiel								0.00							
Makhanye, Cynthia Bonsiwe														0.00	
Mkhabela, Thulani Velentine														0.00	
Mndebele, Mafika Johannes					0.00										
Shongwe, Neti					0.00										
Vilakazi, Bheki Michael			0.00												
Zwane, Zifozonke Selby					0.00										
Total			0.00		0.00			0.00			0.00			0.00	

3.2.1.6 Other Benefits and Allowances

Boers, Hendrikus Marthinus										0.00					
Butter, Leendert					9972										
Dlamini, Mphumeleli Lawrence														0.00	
Els, Johannes Theodorus														0.00	
Kubheka, Thusi Hezekiel								0.00							
Makhanye, Cynthia Bonsiwe														0.00	
Mkhabela, Thulani Velentine														0.00	
Mndebele, Mafika Johannes					9972										

Shongwe, Neti		15533			
Vilakazi, Bheki Michael	15984				
Zwane, Zifozonke Selby		15533			
Total	15984	51010	0.00	0.00	0.00
3.2.1.7 Arrears Owed to Municipality					
Boers, Hendrikus Marthinus				0.00	
Butter, Leendert		0.00			
Dlamini, Mphumeleli Lawrence					0.00
Els, Johannes Theodorus					0.00
Kubheka, Thusi Hezekiel			0.00		
Makhanye, Cynthia Bonsiwe					0.00
Mkhabela, Thulani Velentine					0.00
Mndebele, Mafika Johannes		2 561.00			
Shongwe, Neti		0.00			
Vilakazi, Bheki Michael	0.00				
Zwane, Zifozonke Selby		0.00			
Total	0.00	2 561.00	0.00	0.00	0.00

3.2.1.8 Municipal Workforce Breakdown

The Municipality has a total workforce of 659 employees, of whom 541 are permanent and 118 temporary staff members. Personnel cost constitutes 36.67% of the Municipality's total Operating Budget.

A total of 99 employees received training in the 2008/09 financial year, at a cost of R 791 136.58.

The following table provides a breakdown of the municipalities workforce profile in terms of Occupational Categories:

OCCUPATIONAL GROUP	NUMBER	
Leadership and governance	32	
Senior officials and managers	24	
Professionals	12	
Technicians and associate professionals	16	
Clerks	114	
Service workers	28	
Agricultural and fishery workers	000	
Craft and related trade workers	16	
Plant and machine operators and assemblers	113	
Labourers and related workers	218	
TOTAL PERMANENT	541	
Non – permanent employees	118	
Grand Total	659	

The Municipality's Capacity Development and Skills Development Programmes are NQF aligned. Currently, 54% of all senior managers are from the designated groups.

The Municipality values stability in the workplace and, through the Labour Forum, all labour-related issues are ironed out between the employer components and the labour components represented by the trade unions IMATU and SAMWU.

The following table presents information on the pension funds in existence in Msukaligwa Municipality:

	Number	Council contribution %	Defined benefits	Defined contribution
SALA	108	20.71%	√	
MGF	400	22.00%	√	
MEPF	38	22.00%	√	
GEPF	10	15.00%	√	
NFMW	3	22.00%	√	

No future risk, post-retirement has been budgeted for.

Post-retirement Fund			3 082 018 11 672 482	budgeted annually future liability
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The following table provides information on the medical aid schemes in operation in the Municipality:

LAHEALTH	18		}	The amount reflect Council's monthly portion of contribution for 08/09.
BONITAS	27			
HOSMED	88			
SAMWUMED	35			
KEYHEALTH	43			
TOTAL CONTRIBUTION		3 395 619		

The following table illustrates trends in total personnel expenditure:

	Personnel expenditure	Operating income	%	
08/09	84 384 656	229 004 868	36.85	
07/08	78 094 386	213 036 926	36.66	
07/06				
06/05				
05/04				

* Excluding Capital Grants and contributions and Housing top structures

** Personnel expenditure excludes a once-off Pension Fund liquidation payout, while the Operating Income excludes a take-on of property, plant and equipment.

BASIC REMUNERATION AS AT 30 JUNE 2009			
Item Description	Estimate	Actual	
Basic Remuneration		49,325,436	
Unpaid Leave		-206,024	
Overtime		7,940,449	
Housing subsidy		614,721	
Rental subsidy		57,311	
Travel allowance		3,211,959	
Annual bonus		3,673,015	
Leave gratuity		1,315,321	
Standby allowance		1,316,957	
Long service bonus		555,468	
Bonus without tax		95,940	
Leave gratuity without tax		236,989	
Adhoc travel		278,966	
Adhoc travel without tax		73,576	
Long service bonus without tax		11,747	
Shift allowance		410,649	
Acting allowance		315,608	
Back pay		133,151	
Night duty allowance		3,521	
Discomfort allowance		117	
Phone allowance		79,800	
Motor car lease allowance/Low interest subsidy		73,261	
Salary adjustment		100,959	
U.I.F		597,781	
Workmen's Compensation Contributions		395,085	
Medical aid		3,395,619	
Pension fund		10,589,323	
Skills development levy		686,346	
Group scheme		695,613	
Industrial council levy		23,922	
TOTAL		86,002,606	